



## Frank “Skip” B. Wolfe, III

### Counsel Emeritus

Mr. Wolfe is retired and no longer practices law.

Skip Wolf has built his legal career in the Labor & Employment field and has been recognized as an Oklahoma Super Lawyer in Employment & Labor. He has an individual AV rating through Martindale-Hubbell and has been named a Best Lawyer in America in Labor Law-Management. He has also served as a Guest Lecturer, Labor Law, University of Tulsa College of Law, 1970-1973. He is a frequent speaker at seminars and counsels clients regularly on myriad labor and employment related issues, including Social Security "no match" letters, sexual harassment training, preparation of EEOC handbooks, FMLA policy, Settlement/Severance Agreements, new employee orientation and weapons policies.

In his time between obtaining his undergraduate degree and his law degree, Skip was a part owner of a construction company in charge of office administration and field operations in Tulsa. As a commercial construction subcontractor the company was required to be a “union contractor,” and this served as the beginning of his education and dealings with labor unions.

He began his legal career as a trial attorney with the National Labor Relations Board, Region 16 in Fort Worth, Texas. Three years later he joined the labor and employment law firm of Kothe and Eagleton in Tulsa. In the early days of his career, his practice concentrated on union-related legal cases, including representing management in union organizing campaigns, contract negotiations, union strikes, contract arbitration and union grievances. His representation of management progressively extended to wage and hour cases under the Fair Labor Standards Act, affirmative action programs under Executive Order 11246, labor cases under state laws, worker compensation cases, drug/alcohol testing, citations arising under state and federal Occupational Safety and Health Acts, and civil rights cases under the myriad of federal, state and local civil rights laws.

Skip later went on to found the law firm, Nichols, Wolfe, Stamper, Nally, Fallis & Robertson in Tulsa. In 2006, he joined Hall Estill working extensively with management in the preparation and administration of “Avoidance Programs,” which are programs designed to “avoid” adverse consequences to management under federal, state and local labor and employment laws.

Skip has more than two decades of experience in counseling management across the nation on drug and alcohol testing, which extends to the preparation of Drug/Alcohol Work Free Programs, and he

has drafted such programs for employers throughout the country. Further, he represents management in unemployment compensation cases involving employees terminated for violations of their employers' Drug/Alcohol Free Workplace Programs, and also conducts training for management and employees on Drug/Alcohol Free Workplace Programs. In addition, he counsels management on investigations involving issues of the use of illegal drugs, the misuse of legal drugs and the sale of controlled substances in the workplace.